

# ESG Strategy

Our ESG strategy is based on 4 key pillars under which our core commitments, targets and actions fall. These are Environment, People, Community and Governance. For each of our ESG pillar commitments we have identified specific and measurable actions which we will undertake as a business and report on annually.

 <b>Environment</b>	 <b>People</b>	 <b>Community</b>	 <b>Governance</b>
<p>We will reduce the carbon impact of our workplaces by becoming a carbon neutral business from 2022 onwards</p> <p>We will ensure our workplaces and team are responsible and act sustainably in their consumption of natural resources.</p> <p>We will work in partnership with our clients and collaborators, providing knowledge, guidance and expertise to help them achieve their own ESG goals, with a focus on helping our industry de-carbonise</p>	<p>We will foster a culture of equality and inclusion and ensure our team reflects the diverse communities in which we work</p> <p>We will promote and support learning and development for all, enabling people to grow as we grow</p> <p>We will promote and support the health and wellbeing of our team and look for opportunities to support sustainable living and healthy cities more widely</p>	<p>We will partner with organisations who deliver tangible social value and community impact</p> <p>We will provide opportunities for our team to engage with community and charitable activities</p> <p>We will be a good neighbour and support initiatives that benefit the areas where our offices are located</p>	<p>We will align our ESG programme with recognised frameworks and standards of best practice and reporting</p> <p>Our ESG leadership group will be responsible for ensuring our ESG priorities are embedded in the business at all levels</p> <p>We will report regularly on our internal progress and continue to monitor and evolve our ESG strategy, focusing always on creating 'positive impact'</p>



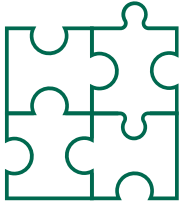
## Environment

Environment	Actions
<p>We will reduce the carbon impact of our workplaces by becoming a net zero business from 2022 onwards.</p>	<ul style="list-style-type: none"> <li>▪ We will measure our emissions annually, using a methodology based on the GHG Protocol and including Scope1, Scope 2 and Scope 3 emissions</li> <li>▪ We will publish an annual carbon report which will set out our carbon footprint and include information about any offsets made</li> </ul>
<p>We will ensure our workplaces and team are responsible and act sustainably in their consumption of natural resources</p>	<ul style="list-style-type: none"> <li>▪ We will appoint a Sustainability Lead who will be responsible for reducing and mitigating the environmental impact of our business operations, and for embedding sustainable practices in our workplaces. Their role will encompass natural resources management, energy management and waste reduction</li> <li>▪ We will support and encourage active travel via cycle to work schemes and the provision of cycle facilities in our workplaces. Methods of transport and distance travelled will be recorded for all work related journeys so we can see where improvements can be made</li> </ul>
<p>We will work in partnership with our clients and collaborators, providing knowledge, guidance and expertise to help them achieve their own ESG goals, with a focus on helping our industry de-carbonise</p>	<ul style="list-style-type: none"> <li>▪ We will develop services, data and tools that help clients meet their ESG targets, and partner with sustainability specialists where they can add value, for example in helping a client to develop their sustainability brief for a project</li> <li>▪ We will ensure our team remain up to date and informed on the latest innovations and best practice so they are well placed to guide clients.</li> <li>▪ We will audit our supply chain and ask them to declare their own ESG strategy and targets</li> </ul>



## People

People	Actions
<p>We will foster a culture of equality and inclusion and ensure our workforce reflects the diverse communities in which we work</p>	<ul style="list-style-type: none"> <li>▪ We will appoint an Equality, Diversity &amp; Inclusion (ED&amp;I) Lead and set up an Inclusion Group to focus on ensuring diversity, equality and inclusion in 4 key areas: attraction and recruitment, development and advancement, engagement and communication, metrics and reporting</li> <li>▪ We will provide and promote support networks for specific identity groups who are underrepresented in our industry</li> <li>▪ We will provide regular ED&amp;I training to our entire team, including our senior leaders in order to tackle unconscious bias and promote respect in the workplace</li> </ul>
<p>We will promote and support learning and development for all, enabling people to grow as we grow</p>	<ul style="list-style-type: none"> <li>▪ We will foster a culture of continuous professional development and provide fair access to a wide range of opportunities for people to grow their knowledge and develop their careers</li> <li>▪ We will offer active to support and mentoring to everyone in our team as they seek to gain relevant professional qualifications such as MRICS, IMA, MAPM</li> </ul>
<p>We will promote and support the health and wellbeing of our team and look for opportunities to support sustainable living and healthy cities more widely</p>	<ul style="list-style-type: none"> <li>▪ We will provide access to private healthcare, which includes mental health support, to all employees</li> <li>▪ We will ensure regular training is given to our entire team to support their mental health and wellbeing at work along with a full suite of training covering workplace and on-site physical health and safety</li> <li>▪ We will adopt a flexible, family friendly working culture and focus on output rather than presenteeism</li> <li>▪ Our workplaces will be configured and designed with spaces and facilities that support employee wellbeing, and we will support active travel</li> </ul>



## Community

Community	Actions
We will partner with organisations which deliver social value and community impact	<ul style="list-style-type: none"><li>▪ We will partner with the Construction Youth Trust to provide opportunities for young people in deprived communities</li><li>▪ We will support the endeavours of our clients and collaborators to provide local employment opportunities on their projects where this is possible</li></ul>
We will provide opportunities for our team to engage with community and charitable activities	<ul style="list-style-type: none"><li>▪ We will provide opportunities for our team to donate to their chosen charities via our payroll system utilising the UK Government approved Give As You Earn scheme</li><li>▪ We will support the community and fundraising activities of our clients, collaborators and peers in the industry as opportunities arise to do so</li></ul>
We will be a good neighbour and support initiatives that benefit the areas where our offices are located	<ul style="list-style-type: none"><li>▪ We will select two annual 'charities of the year' to support, both of which will be community based projects operating close to our offices in London and Milton Keynes.</li><li>▪ Our support will include matched fundraising and volunteering opportunities.</li><li>▪ We will support initiatives that improve and enhance the neighbourhoods in which we work</li></ul>



## Governance

Governance	Actions
<p>We will align our ESG programme with recognised frameworks and standards of best practice and reporting where applicable</p>	<ul style="list-style-type: none"> <li>▪ Our carbon reporting will align with globally recognised methodologies</li> <li>▪ Any offsetting undertaken will directly support projects which align with the United Nations’ Sustainable Development Goals</li> <li>▪ We will also investigate how we align with the UK Green Building Council and other frameworks of best practice as appropriate</li> </ul>
<p>Our ESG leadership group will be responsible for ensuring our ESG priorities are embedded in the business at all levels</p>	<ul style="list-style-type: none"> <li>▪ Our ESG leadership team will communicate and promote our ESG strategy, both internally and externally.</li> <li>▪ Everyone in the business will be expected to contribute and take ownership for making this a success</li> <li>▪ ESG will be a key agenda item for all of our monthly Board meetings</li> <li>▪ New joiners to our team will receive full induction on our ESG strategy and why it matters to us as a business</li> </ul>
<p>We will report regularly on our internal progress and continue to monitor and evolve our ESG strategy, focusing always on creating ‘positive impact’</p>	<ul style="list-style-type: none"> <li>▪ Our annual ESG Report will show progress against targets in a way that’s easy to understand and compare against others in our industry</li> <li>▪ Through ongoing employee engagement, including through our sustainability lead and diversity champions, we will listen and gather feedback, adjusting our priorities and actions wherever this will enhance and unlock further ‘positive impact’</li> </ul>